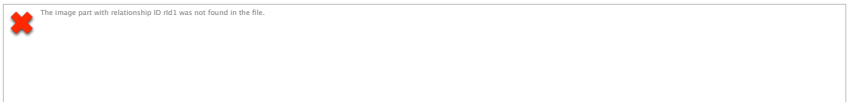
**PHOENIX COLLEGE FACULTY ASSOCIATION**
**Faculty Senate Meeting**
**Friday, November 18, 2016**
**Campus Vista Room**
**1:00 pm – 3:30 pm**
**Minutes**

I. General
   A. Call to order at 1:03
   B. Roll call:
   C. Approval of the agenda
      i. Moved by Scott, second by Cindy, MPU
   D. Approval of November 4 2016 minutes
      i. Moved by Jim, seconded by Anna,
      ii. approved with abstentions by Roddy, Cindy, Adrianna

II. Business

III. Information
   A. Board Resolution Draft
      i. The Board put out their Board Resolution Draft recently with no faculty or other apparent input. Hopeful note is that it is subject to change and revision. This Tuesday was an emergency FEC meeting to discuss the BRD.
      ii. Roddy reports on the meeting between the Chancellor and FEC yesterday to discuss her vision moving forward. She mentioned that the district is operating as it was created in 1962, and we need to serve our community better by updating our model. She envisions regional presidents overseeing two colleges, with the job of community outreach and connection, and then each college having a provost/Executive VP to run day-to-day details. Her vision should be either moving forward this January, but if not, then college president positions should be posted and filled instead. To realize her vision, she expects a committee including faculty and others to operationalize it.
      iii. Chancellor just saw the BRD right before coming to yesterday's meeting. Linda Thor showed it to her. She encourages us to make use of the Board's public forums and their regular board meeting to express faculty views of the draft and suggestions to change or edit. She herself will be studying the document asap. See email for dates and times of forums. Nov 28 at Glendale, Dec 5 at Mesa, and board meeting Dec 15th. She personally opposes the statement that the Chancellor can change policy manuals, she wouldn't do it, but she understands you don't make policy for specific people. She would appreciate our faculty support for her.
      iv. Scott thinks our district will be all occupational/workforce if the vision of the BRD is followed. He thinks the last paragraph is less alarming, because he assumes the established processes will be followed if the Chancellor does all that. Karl agrees on both points.
      v. John said it was possible that the last paragraph (on changing employee manuals if needed) wasn't directed at faculty, but regardless, if it's not



appropriate, it should be pushed back against. Debate by Scott and Cindy about how employee manual revisions might be carried out, and who might be impacted, Administration, Staff, Faculty.

vi. Scott says the document is unclear; nice if the Board would clarify. Will the Board make any statement at the forums?

vii. Jim thinks if the order of presentation didn't have workforce/occupation issues first, maybe it wouldn't be so alarming. Academic concerns are in there, further down in the document.

viii. Cindy suggests we don't reject the BRD outright, we say we want to prepare students for jobs requiring transfer to universities, keeping gen ed a high priority. Maybe the statement is directed to the community to sound proactive and to account for how taxes are being spent by the district. Scott says it's a national trend to focus on job creation as a purpose of community colleges, which is different than our pride in our liberal arts instruction. Karl says there's no split in these two, you need liberal arts to be well-prepared to work, but public perception is that they are separate.

ix. Hopefully conversations are ongoing between the Board and district faculty leadership and administrative leadership, to positively shape the BRD. What edits might we suggest for this document?

x. Scott requests that John put out the call to go to the forums, including some form of our message, to the PC faculty.

xi. Anna didn't read the BRD very closely, but it reminds her of the previous Chancellor's push for regional centers, pushing the colleges to support themselves by partnering with industry. Now that she's reading it, she's more nervous.

B. Proposed Course Fee Changes

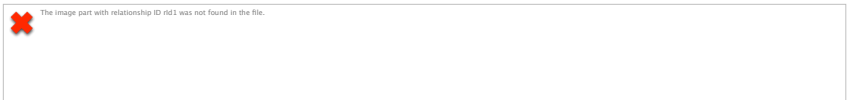
i. John has received some very helpful feedback in response to this document stating policy with no faculty input. Thanks to Dale and others. This document, which is Board-driven, is profoundly lacking in understanding of how the colleges function. The pushback was immediate and strong.

ii. This statement came from the Board noticing six-figure course fee account balances, which are necessary for some departments. We have a statement from 2010 limiting the uses of course fees. Course fees were being spent on some potentially questionable items: recarpeting a building, remodeling areas, construction, all under Solley. Solley also instructed department chairs to pay hourly staff out of course fees.

iii. We have three sources of income: property taxes, tuition, and course fees. If it's not coming from course fees, where will we get it? RIFs? Regional presidents?

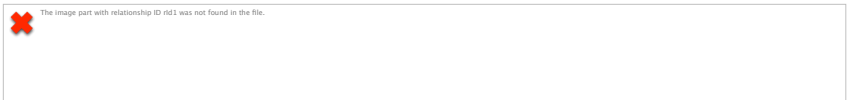
iv. Scott says the Board does not have the right to meddle in this, but Cindy says it is allowed, the Board approves tuition and course fees. Scott says the Board is out-of-bounds to create this policy statement, unless it has actually been created by administration under pressure from the Board.

v. Robert seems to have been successful in expressing that this course fee policy is a devastating change. Gaye has since clarified that equipment needs will be met. With what funds, from where, has not been made clear.



vi. Unfortunately, the policy appears to have any fee replacement money go into admin's account, and then admin has to dole it out, which would be incredibly cumbersome, slow, and a move backwards in terms of nimbleness and service to students.
vii. Cindy says there will be a template provided for feedback, and in the meantime, we should just plan our response.
viii. Scott asks whether this policy is enforced starting now, and the group response is No.
ix. If a department has leftover course fees, they are supposed to lower the fees, but since the Board doesn't permit increases, departments are reluctant to lower them in case they later have a need for them.
x. We use course fees to purchase things en masse for students more cheaply than individual students will pay for those things directly.
xi. Karl says you get knowledge, not a physical object, from paying course fees.
xii. If there are abuses of the current policy, enforce the current policy, don't enact a more restrictive policy.
xiii. Differential tuition is being considered, which will add another cumbersome layer, where the funds go first to district, before being doled out to colleges, who dole them out to departments. Departments need to be truly in charge of course fee money, and they do so well and efficiently, when allowed latitude.
xiv. Debbie reports a riot in her area over this, since course fees are used to pay tutors to circulate both in the classrooms and after class. It is the after class part that is being potentially truncated by this policy. Specialized tutors don't fit the requirements at the Learning Commons, so they can't work there.
xv. Nothing is more immediate or expendable than supplemental instruction, which is an appropriate use of course fees.
xvi. Karl says despite Casi saying don't spend down course fees, he's been burned before, and so any department with a big balance should spend it asap on 'some damn thing.'
xvii. Department Chairs were asked to submit their five-year plan accounting for fees, which has been provided to Sharon, and was never seen or heard from again.
xviii. John is asking fiscal for college-wide, by department, inflows and outflows of course fees for the last five years. Last year's is posted at phoenixcollege.edu/budget. The year before is also there, in a different format. The five-year view will show large expenditures for equipment or massive overhauls/upgrades. It's irresponsible to have $0, since any unpredictable needs must be covered so classes can continue.
xix. Side note regarding FMS issues: fiscal and Teresa and Angela are trying hard, but everyone is mostly still confused and powerless. Everyone would like Angela to look up their balance and tell them, because she knows how to do that.

C. Committee on Committees
i. See handouts of drafts
ii. Clarification: what about ICs that hardly meet, do they count? Cindy: Yes. There are PC committees that hardly meet, and they count. And even if the



committee doesn't meet, work is still being done via e-mail and other communication.

iii. We need to police ourselves and make that public, so slackers don't bring tedious surveillance down on us all, and hopefully if faculty can participate in things that tap into their passions, they'll show up more. We, as a senate, should hold committees responsible to report to us, and faculty need to know that they represent whole campus, not just their departments.

iv. Should there be a maximum number of committees for individual faculty? Need to stop committees from getting so big.

v. One idea discussed, the FS President could choose the committee chairs, and then those chairs can choose their members. The chairs would be giving input, the VPAA and FSP would be making final decisions.

vi. Policy of chairs and committee composition should stay flexible, "strongly recommend" instead of "require."

vii. Most committees could probably elect their own chairs, and could even determine their own composition guidelines or charters.

viii. Discussion about the limit of one faculty member from a given department. Problematic on occasion. Perhaps consideration should be made for this. See vi.

ix. The FSP could get help from senate (or other sources) when filling committees, possibly. Make the process transparent.

x. CoC's notes that the Student Behavior Intervention Team requires such specific experience/knowledge/training, that you can't put just anyone on that team. It's a Team, not a Committee. Members will have it count for their service, but it won't be assigned like other committees.

xi. The compliance committee may be similar, it may require specific knowledge that faculty lack. Scott thinks faculty could come up to speed, and help with implementation, so it's shared governance.

xii. All these committees need a mission statement or charter, something to clarify what they're supposed to do. And those need to be published. Salina had a summary document with that on it; John will try to find it and send it to Senate. Salina had a document suggesting revised service activities for faculty, John will send that, too.

xiii. eLearning is still a committee, but not so huge. Put it into the charters that eLearning and CTC should keep one another informed.

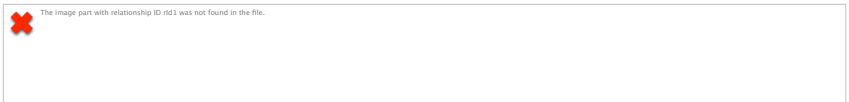
xiv. SMAC was formed because rooms were assigned arbitrarily. That's no longer happening, so the Chairs can settle academic space issues together when it comes up, and resource people can be invited. Good for transparency.

D. College Plan Revision TF

IV. Zone Reports: tabled until next meeting.

V. Reports

A. President's: tabled until next meeting.
B. Officers': tabled until next meeting.
C. FEC: tabled until next meeting.
D. BRC : tabled until next meeting.



VI. Adjournment Motion to adjourn (Debbie, Cindy), meeting adjourned at 3:30pm

Next Faculty Senate Meeting

Friday, December 2, 2016 (Campus Vista Room)

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